



DEPARTMENT OF THE ARMY
U.S. Army Forces Central Command - SA
RIYADH SAUDI ARABIA
APO AE 09852



#2002-4

POLICY LETTER # 4 – FRATERNIZATION

11 Aug 02

1. References:

- a. Article 134, Uniform Code of Military Justice (prohibiting fraternization).
- b. Army Regulation 600-20, Army Command Policy.
- c. The Joint Ethics Regulation.

2. This Policy Letter applies to all military personnel and federal civilian employees assigned, attached, on temporary duty, or otherwise sent to Saudi Arabia to support ARCENT-SA. It also applies to any unit, section, detachment, or other organizational entity attached to or otherwise under the direction or control of ARCENT-SA. This Policy Letter also applies to all family members accompanying the military personnel and federal civilian employees. The term “federal civilian employees” includes individuals who have an employment or contractual relationship with the Department of the Army, Department of Defense, or any other U.S. Government agency.

3. This Policy Letter is a lawful order. Personnel who violate this Policy Letter may be prosecuted and punished under the Uniform Code of Military Justice, federal labor laws, and/or federal criminal statutes, including the Military Extraterritorial Jurisdiction Act. Violators may also receive administrative sanctions, including separation from the service, termination of employment, or cancellation of a contractual relationship.

4. Relationships between soldiers of different rank are prohibited if they compromise or appear to compromise the integrity of supervisory authority of the chain of command; cause actual or perceived partiality or unfairness; involve or appear to involve the improper use of rank or position for personal gain; are perceived to be exploitative or coercive in nature; or create an actual or clearly predictable adverse impact on discipline, authority, morale, or the ability of the command to accomplish its mission. Such relationships may constitute the offense of fraternization under Articles 92 and 134, UCMJ, as well as a violation of the standards of conduct in the Joint Ethics Regulation.

AFRD-SA-CDR

SUBJECT: Policy Letter Number 4 – Fraternization and Inappropriate Relationships

5. In particular, certain types of personal relationships between officers and enlisted personnel are prohibited. Prohibited relationships include on-going business relationships, dating and sexual relationships, and gambling. However, these prohibitions do not preclude normal team building associations, which occur in the context of community or religious organizations, unit-based social functions, or athletic team events.

6. Federal civilian employees, contractors, and family members must also be sensitive to the effect of their contacts, associations, and relationships on the mission and morale of this Command. Civilian employees and contractors must not engage in any conduct with seniors or subordinates, civilian or military, serving in their office, section, or chain of supervision that might compromise that chain or otherwise adversely impact the good order, discipline, authority, or morale of the Command. Family members must avoid relationships with individuals who supervise or are subordinate to a fellow family member.

7. All personnel, military and civilian, must avoid any conduct that involves or even gives the appearance of their official duties being affected by favoritism, preferential treatment, or the improper use of rank or position for personal benefit.

// ORIGINAL SIGNED //
THOMAS H. STANTON
COL, AD
Commanding

DISTRIBUTION:

A